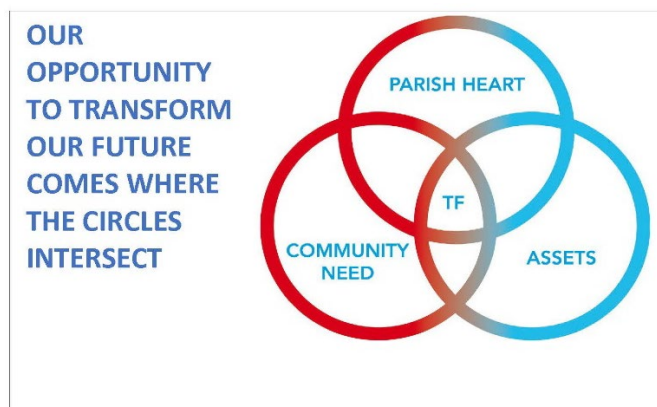


**We come from a place of abundance. If we face scarcity, we will have created it. The choice is ours.  
God is ever with us to create and recreate. It is our decision to accept renewal.**

## **PARISH RENEWAL TASKFORCE FINAL REPORT**

**St. Michael and All Angels, September 29, 2021**

The Parish Renewal Task force has been meeting regularly since April 2021. In that time, we have been guided by a model coming out of the Diocesan Transforming Futures (TF) efforts:



The model shows us that our opportunity for renewal to transformed futures comes when we can identify potential initiative in the intersection among our community's needs, our parish assets, and things we care about that live in our individual and collective hearts.

Our analysis of that intersection in the Anglican Parish of SSI are summarized in the following table:

<b>PARISH HEART</b>	<b>PARISH ASSETS</b>	<b>COMMUNITY NEEDS</b>
<b>Community of faith and love</b>	<b>Our people</b>	<b>Housing security and affordability</b>
<b>Oriented to the wider community</b>	<b>Longstanding relationships</b>	<b>Mental Health Services</b>
<b>Leadership Capacity</b>	<b>Leadership Capacity</b>	<b>Loneliness mitigation</b>
<b>Worship variety and quality</b>	<b>Our building centrally located</b>	<b>Food Security</b>
<b>Music</b>	<b>Openness and commitment to diversity</b>	<b>Meeting and community activity space</b>
	<b>Salt Spring draws people to live and recreate</b>	<b>Community connection</b>
	<b>Talented Musicians and Music Lovers</b>	<b>Spiritual hunger</b>
		<b>First nations reconciliation</b>
		<b>Understanding and combatting racism and barriers to diversity</b>
		<b>Environmental stewardship and arresting climate change</b>

The parish vision, mission and goals outlined in the 2018 Parish Profile informed our understanding of the “Parish Heart”. As a result of our review of our goals we, recommend to the parish two additional goals. The goals with the recommended additions are in Appendix 1

Equipped with that analysis we have gone on to develop 9 recommendations for areas of action to which the parish should turn its attention. Those areas of action are:

**Recommended Actions:** *(details in Appendix 2 )*

- I. Effective welcome
- II. Reconciliation with First Nations
- III. Worship and Liturgy
- IV. Spiritual Formation
- V. Response to the Climate Crisis
- VI. Mission and Outreach
- VII. Star of the Sea
- VIII. Building Renewal
- IX. Pastoral Care

The Taskforce makes the following comments for the attention of parish members:

- All quickly acknowledged that, given changing times and people, a major focus on renewal is necessary. The 2021 budget which projected a deficit of \$24,000, while a catalyst for the formation of the taskforce, is by no means the only reason. Unless organizations are engaged in regular renewal regardless of financial situation, those organizations cannot thrive.
- Not far behind our concern about finances were concerns about our parish demographics. As of the beginning of this year, of our 158 members, 24 are 60 or younger while 57 are 81 or older. We do know that so far this year we have a net loss of 8. We have really no way of knowing how many we will be when the pandemic finally is over. Clearly our inability to welcome people to the church building because of pandemic restrictions has prevented our making serious efforts towards newcomers. The recommendations on areas for initiatives are made with a view to attracting a broader range of people. We do know there have been significant numbers of new people arriving on SSI in the last two years. Reaching out to those people is critical. Engaging people in our worship is important, but we must not overlook that involving people as partners in our service in the community is also important.
- The taskforce would like to highlight that most of the 9 areas for initiatives require engagement and volunteer labour more than they require money. The taskforce has deliberately not set priorities among the 9. All are important, but priority will be driven by those willing to work on moving the initiatives forward. Ideally, that involvement will be driven by the engagement of all Parish Council members.
- The taskforce recommends that Parish Council review this report, discuss and pray over the proposed initiatives, and chart possible routes forward. Next steps should involve others besides existing taskforce members.



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- We recommend to Parish Council the following next steps:
  - Share these recommendations with the members of the parish before Advent 1 (November 28) to raise awareness and solicit interest and participation in one or more of these activities from parishioners.
  - Review the recommendations and suggest priorities for action given our present human resources
  - Identify key individuals within our parish who can provide leadership and support the actions necessary to deliver results in the near and long-term.
  - Require regular reporting and communication for each activity back to parish council and/or the parish to establish and maintain momentum in their implementation.

In conclusion, members of the taskforce strongly believe that we have opportunity to ensure that the Anglican Parish of Salt Spring Island has the possibility to remain an alive, vital, witness to Christ and an active blessing to the wider community. Working together to realize the vision is required; such work can only deepen the faith and enrich the spiritual life of each one of us. With which of these initiative will you engage?

## **Appendix 1**

### **PROPOSED AMENDMENTS TO THE PARISH GOALS** (originally appearing in the Parish Profile from 2018)

#### **Faith in Action:**

1. To meet key needs on Salt Spring through partnering with others
2. To learn of our part in the history of the First Nations and to be a place of reconciliation through our own education, moving towards action, beginning with entering into dialogue\*
3. To reflect the diversity of Salt Spring and be an agent for strengthening it
4. To respond to the climate crisis by educating ourselves and taking action relevant to the Salt Spring Island community as good stewardship of our planet\*

#### **Faith in Formation:**

5. To explore new liturgies and modes of worship
6. To be more effective/organized in providing pastoral care
7. To be an open, loving, caring, and understanding community for those who have been hurt by the church \*

#### **Faith in Foundation:**

8. To become ever more inclusive
9. To expand our demographic range
10. To be more skilled at stewardship particularly with reference to money and talent

\*additions and edits to the 2018 goals



## Appendix 2 – 9 Proposed Areas for Initiatives

Parish Renewal Task Force Recommendation		No. i	Date: September 2021
Title:	Effective welcome		
Link with Parish Goal(s):	3,7,8,9		
Link the Diocesan Vision focus areas: Faith in i) Action, ii) Formation and iii) Foundation:	Action, Formation, Foundation		
Description of the recommendation: The creation of a group to address questions of how we reach out into the community to encourage people to join us in worship, in community, and/or in community service			
Expected result: A set of strategies and appropriate actions that we can implement that go well beyond traditional greeting of people who make their way to church although ensuring the experience of someone who comes through the church doors is a positive and welcoming is a critical piece. The sub-committee should also address how we reach out into the community to: <ul style="list-style-type: none"><li>• Make ourselves known through communication within the parish and the community through effective use of print, electronic, and social media.</li><li>• Ensure that our welcome is authentic and reflected in more than our words but also in our actions and in our presence.</li><li>• Make it clear that we are inclusive of age, gender identity, sexual orientation, race, ethnicity, and religious background or lack of it.</li><li>• While we welcome people to join us for worship, we also welcome people who are interested in joining our outreach efforts in the community without committing to joining us for worship; for example, there may well be people living in apartments and townhouses in Ganges who miss their gardens and would be pleased to join our gardeners in maintaining the gardens around All Saints.</li></ul> <p>Strategies and actions are also required to ensure that a sense of being welcomed is not simply experienced in the narthex upon arrival, but is sustained throughout all experiences within the church all week long.</p>			
Timeline to deliver expected result: on going from October 2021			
Who Will Do It? – Sides people, PC members, everyone			
Resources Required (Money, Time, Talent): Primarily time from people to develop the strategies and a resource plan for their implementation.			



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<b>Parish Renewal Task Force Recommendation</b>		No. ii	Date: September 2021
<b>Title:</b>	Reconciliation with First Nations		
<b>Link with Parish Goal(s):</b>	2,7,8		
<b>Link the Diocesan Vision focus areas: Faith in i) Action, ii) Formation and iii) Foundation:</b>		Action, Formation, Foundation	
<b>Description of the recommendation:</b> <ul style="list-style-type: none"><li>• To educate ourselves about the history and cultures of first nations and colonization</li><li>• To educate ourselves and act on the recommendations of 1) the Truth and Reconciliation Commission of the Government of Canada and 2) the processes already initiated by the Anglican Church of Canada and other faith communities</li><li>• To begin to build relationships with local indigenous peoples</li><li>• To explore the spiritual dimensions of our respective communities</li></ul>			
<b>Expected result:</b> Increased understandings of the lives of the indigenous and settler communities as we seek to build a relationship based on mutual respect and understanding			
<b>Timeline to deliver expected result:</b> 1-2 years and 6 or 7 generations			
<b>Who is responsible and other team/committee members - if applicable?</b> Participants: Julian Wake, Ruth Seltner, John Metzger, Gyllian Davies (incumbent), others? + all parish members			
<b>Estimated cost:</b> TBD			



<b>Parish Renewal Task Force Recommendation</b>		No. iii	Date: September 2021
<b>Title:</b>	Worship & Liturgy		
<b>Link with Parish Goal(s):</b>	5,7,8,9		
<b>Link the Diocesan Vision focus areas: Faith in i) Action, ii) Formation and iii) Foundation:</b>	Formation, Foundation		
<b>Description of the recommendation:</b> A subcommittee to address questions of how we embody the goals of innovative and inclusive liturgies.			
<b>Expected result:</b> Liturgy and worship that freely enables enrichment to our spiritual lives and : <ul style="list-style-type: none"><li>- builds on our traditions</li><li>- explores and incorporates rites and resources from ancient to contemporary</li><li>- continues to broaden the use of various forms of music - traditional and contemporary</li><li>- explores the use of visual media</li><li>- inspires a deeper connection with God and each other</li><li>- creates a desire to contribute individual gifts.</li><li>- nurtures a love of liturgy in the congregation.</li><li>- speaks to all people saying, ‘Welcome home!’</li></ul>			
<b>Timeline to deliver expected result:</b> September 2021 and ongoing (never static, always alive)			
<b>Who Will Do It?</b> – Gyllian and Lolla, current members of Worship Committee and others keen on this...			
<b>Resources Required (Money, Time, Talent):</b> Primarily time from Worship Committee. From time to time financial resources to purchase liturgical objects.			

The Worship & Liturgy sub-committee of the Parish Renewal Task force is charged with carrying out the Terms of Reference in order to:

- Make our worship more reflective of 21<sup>st</sup> century life and demands
- Reflect both our present community and our potential community
- Make it clear that we are inclusive of age, gender identity, sexual orientation, race, ethnicity
- Create an experience of liturgy/worship that is inviting and compelling to all age groups
- Create inviting and accessible special services for the island community, and for those who are wary and cautious with no pressure to join the church.
- Facilitate use of alternative liturgy formats, for ex Wild Church, The Abbey, Hawaiian, etc



<b>Parish Renewal Task Force Recommendation</b>		No. iv	Date: September 2021
<b>Title:</b>	Spiritual Formation Groups		
<b>Link with Parish Goal(s):</b>		5,6,7,8	
<b>Link the Diocesan Vision focus areas: Faith in i) Action, ii) Formation and iii) Foundation:</b>		Formation, Foundation	
<b>Description of the recommendation:</b> To build on our recent online experiences during COVID and the “Breaking Bread” groups initiated in early 2020 but thwarted by COVID. Examples: <ul style="list-style-type: none"><li>• Spiritual Community Groups: Breaking Bread, Discipleship/Pilgrim groups</li><li>• Bible Study Groups - books of the bible</li><li>• Thematic Discussion Groups / book studies - e.g. <u>The Prayer</u>, <u>Healing Death</u>... study groups, McLaren’s recent book on faith/doubt, etc.</li><li>• Seasonal Study Groups: Advent, Lenten, etc.</li><li>• Faith Formation: Alpha Course, Confirm not Conform confirmation class</li><li>• Faith Exploration: ‘The Chosen’ video, ‘Jesus the Game Changer’, The Work of the People videos</li><li>• History Sessions: Anglicanism, History of Christianity, The Prayer Book</li><li>• Other ideas...</li></ul>			
<b>Expected result:</b> <ul style="list-style-type: none"><li>• Spiritual and intellectual growth amongst parishioners</li><li>• Interest from the parish and the wider Salt Spring community – an activity we can advertise</li><li>• Growth and development of our community of faith expressed in love for each other</li><li>• Greater appreciations of traditions at the heart of our faith</li></ul>			
<b>Timeline to deliver expected result:</b> <ul style="list-style-type: none"><li>• A nucleus of such groups has evolved over the past year.</li><li>• Interest has already (in 2020) been expressed by some 60+ parishioners in participating in “breaking bread” groups.</li><li>• As we continue to advertise such groups, new groups would emerge in the coming 12-24 months.</li></ul>			
<b>Who is responsible and other team/committee members - if applicable?</b> <ul style="list-style-type: none"><li>• Gyllian – provides overall direction and coordination</li><li>• Small groups Coordinator: John Metzger</li><li>• A small committee (2 or 3 members) to support Gyllian and the Coordinator in implementation</li><li>• Leaders for each group to volunteer and be encouraged/oriented by the committee.</li></ul>			
<b>Resources required, money, time, space, etc.</b> <ul style="list-style-type: none"><li>• Minimal – some materials may be required.</li><li>• Suggested that groups should meet weekly for specific periods of time</li></ul>			





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<b>Parish Renewal Task Force Recommendation</b>		No. v	Date: September 2021
<b>Title:</b>	Response to the Climate Crisis		
<b>Link with Parish Goal No.</b>	4		
<b>Link the Diocesan Vision focus area: Faith in Action, Formation and Foundation:</b>	Faith in Action		
<b>Link with our Parish's heart, assets and parish &amp; community needs.</b>	Parish and community needs		
<b>Description of the recommendation:</b>	<p>To respond to the climate crisis with actions appropriate to the Salt Spring Community:</p> <ol style="list-style-type: none"><li>1. To educate ourselves on our individual and corporate contributions to the climate crisis</li><li>2. To learn how we can mitigate and adapt here on Salt Spring Island</li><li>3. To take actions relevant to our Salt Spring Island community such as: water conservation, reduce plastics,</li><li>4. To collaborate in actions with other faith communities</li><li>5. To support &amp; collaborate with existing action groups, (Transition Salt Spring, etc.)</li></ol>		
	<ul style="list-style-type: none"><li>• Increased awareness of our various contributions to the climate crisis here on Salt Spring Island</li><li>• Implementation of various climate change adaptation and mitigation measures within our community</li></ul>		
<b>Timeline to deliver expected result:</b>	SOON		
<b>Who is responsible and other team members (if applicable):</b>	TBD (existing Climate Committee) seeking participants!!!		
<b>Estimated cost:</b>	TBD		



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<b>Parish Renewal Task Force Recommendation</b>		No. vi	Date: September 2021
<b>Title:</b>	Mission and Outreach Committee		
<b>Link with Parish Goal(s):</b>	1, 3, 4, 8, 9, 10		
<b>Link the Diocesan Transforming Futures focus areas: Faith in i) Action, ii) Formation and iii) Foundation:</b>		Action, Foundation	
<b>Description of the recommendation:</b> <ul style="list-style-type: none"><li>• Continue with ongoing activities of outreach, mission and relief activities:<ul style="list-style-type: none"><li>○ Locally</li><li>○ Nationally (Both nationally and locally to include support of Indigenous peoples)</li><li>○ Internationally</li></ul></li><li>• Build on the existing work of this committee through increased awareness and participation by parish members and others enabling increased outreach<ul style="list-style-type: none"><li>○ Monthly announcements to inform congregation of actions &amp; impact of PWRDF &amp; other M&amp;O activities</li><li>○ Special presentations to the congregation and wider community minimally bi-annually</li><li>○ Explore media presentation of our work to engender interest/participation from others</li></ul></li></ul>			
<b>Expected result:</b> <ul style="list-style-type: none"><li>• Local initiatives: such as SMILE cards, Salt Spring laundry, homeless &amp; mental illness issues, etc.</li><li>• Provide some relief for National and International issues through PWRDF and other specific needs</li><li>• Positive visibility in community as caring activists</li></ul>			
<b>Timeline to deliver expected result:</b> <ul style="list-style-type: none"><li>• On-going in a timely manner</li></ul>			
<b>Who is responsible and other team/committee members - if applicable?</b> <ul style="list-style-type: none"><li>• Chairperson: Lynda Turner</li><li>• Committee members: Gyllian, Doreen, Duncan, Nancy, Collin, Bridget, Tim, Joan Warren</li></ul>			
<b>Estimated cost:</b> Annual parish budget: presently \$7,500			



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Parish Renewal Task Force Recommendation		No. vii	Date: September 2021
Title:	Star of the Sea Centre for Spiritual Living and Practice		
Link with Parish Goal(s):	1, 3, 8		
Link the Diocesan Transforming Futures focus areas: Faith in i) Action, ii) Formation and iii) Foundation:	Action, Foundation		
Description of the recommendation: The Star of the Sea Centre for Spiritual Living and Practice was launched by the Parish in 2016-17. Headquartered at St. Mary’s, Fulford, the Star of the Sea has a dedicated following of islanders who have attended over 100 events focused on widely varied spiritual practices across the religions and among groups who might not classify their practice as a religion.			
Expected result: The Star of the Sea’s goal has been to encourage spiritual living and practice on Salt Spring. The goal is continually accomplished. The Anglican Church’s support for the Star of the Sea has contributed to a positive impression of the church among many on the island.			
Timeline to deliver expected result: The result has been delivered; it requires sustaining to fully realize the benefits of the work of the Star of the Sea.			
Who is responsible and other team/committee members - if applicable? The Star of the Sea Development Team is responsible for operations. The incumbent is an ex-officio member of the team. Currently two additional members of the parish sit on the team. The rest of the team is comprised of people with a strong interest in spiritual development and practice from other traditions.			
Greater interest from the parish in the Star of the Sea would be ideal.			
Estimated cost: Minimal beyond the existing upkeep costs of St. Mary’s. The Development Team are all volunteers. The Star of the Sea covers its winter heating costs. Electricity is covered by the parish. All program expenses are covered by the Star of the Sea.			



Parish Renewal Task Force Recommendation		No. viii	Date: September 2021
Title:	Building Renewal		
Link with Parish Goal(s):	1, 9, 10		
Link the Diocesan Transforming Futures focus areas: Faith in i) Action, ii) Formation and iii) Foundation:	Action, Foundation		
<p><b>Description of the recommendation:</b> Renewal of the All Saints building to make it more environmentally friendly, more useful for the community, and more adaptable for the parish. The Parish Transforming Futures Team developed extensive plans and cost estimates in 2019 which were to be presented to the parish in 2020 which was prevented by the arrival of COVID. This report available from the TF team provides a basis for discussions, fundraising, and implementation when such activities become possible.</p> <p>Projects for which preliminary plans and costs estimates were developed include:</p> <ul style="list-style-type: none"><li>• Our current windows are reaching end-of-life with serious heat loss, all need to be replaced.*</li><li>• The current kitchen seriously needs a redo both to improve traffic flow and update some appliances and cupboards</li><li>• All our washrooms are in need of redoing together with the installation of showers and laundry facilities to make the building more useful as an emergency shelter.</li><li>• General upkeep such as repainting</li><li>• The floor in the upper floor hall was refinished for the last time in 2017. It will need to be replaced by 2024/25.</li><li>• A review of worship space to make it serve diverse liturgical purposes in collaboration with the worship and liturgy initiative.</li><li>• A change of all lighting to energy efficient LED.*</li></ul> <p>*In collaboration with the Response to the Climate Crisis initiative.</p>			
<p><b>Expected result:</b> A building that is an effective community resource and one that meets parish needs with a lower impact on the environment and on our annual operations and maintenance budgets</p>			
<p><b>Timeline to deliver expected result:</b> Ongoing towards 2024</p>			
<p><b>Who is responsible and other team/committee members - if applicable?</b> The Parish Transforming Futures Team and a revitalized Building Committee</p>			
<p><b>Estimated cost:</b> \$200K to \$400K – the work can be staged as financial resources become available</p>			



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Parish Renewal Task Force Recommendation		No. ix	Date: September 2021
Title:	Pastoral Care		
Link with Parish Goal(s)	1, 6, 7, 8		
Link the Diocesan Vision focus area: i)Faith in Action, ii)Formation and iii)Foundation:		Faith in Action, Faith in Formation, Faith in Foundation	
Description of the recommendation:	<ul style="list-style-type: none"><li>- Priest's pastoral care role ongoing, including dispersal of discretionary funds</li><li>- Home Communion teams: (post-Covid) taking communion &amp; fellowship</li><li>- Phone tree: reaching out to connect with those feeling isolated . No-one left behind!</li><li>- Reserve Sacrament Services at Greenwoods, Lady Minto</li><li>- Explore possibility of regular services at Meadowbrook, other senior's care places with critical mass of Anglicans</li><li>- Update and maintain the parish telephone and online photograph directories</li></ul>		
Expected result:	Strong sense of community as a whole, individually an awakened and/or strengthened experience of God's love		
Timeline to deliver expected result:	Ongoing all the time		
Who is responsible and other team members (if applicable):	Gyllian (Incumbent), Chas Belknap, Home Communion Teams, Phone Tree, Welcome Committee		
Estimated cost:			



### Appendix 3:

#### Background:

- The Parish Renewal Taskforce was announced at Vestry on February 21, 2021. The Taskforce was put in place to develop recommendations to sustain our mission and ministry and for actions that respond to i) our ageing and diminishing congregation, ii) our reduced finances resulting largely from COVID that emerged in 2020 which left us with a “deficit” budget projected for 2021, and iii) a need to ensure we are effective in our mission in the community and the wider world.
- The Task Force Mandate was approved and members appointed by Parish Council on March 18<sup>th</sup>, 2021
- The Members of the Task Force were commissioned during worship on Easter Sunday, April 4<sup>th</sup>, 2021
- The Task Force Mandate and composition can be downloaded at the following:  
<https://www.saltspringanglican.ca/pages/parish-renewal-taskforce>
- The Task Force was charged by Parish Council to report at Pentecost (May 23<sup>rd</sup>), The Feast of St. Mary the Virgin (August 15<sup>th</sup>), with a final report on St. Michael and All Angels (September 29<sup>th</sup>).

### MEMBERS OF THE PARISH RENEWAL TASKFORCE

- **Gyllian Davies**
- **Lolla Devindisch**
- **John Metzger**
- **Ruth Seltner**
- **Dovene Steele**
- **Walter Stewart**
- **Debbi Toole**
- **Judy Tyson**
- **Elizabeth Van Akker**